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MEMORANDUM FOR DISTRIBUTION

Subj: SEXUAL HARASSMENT POLICY STATEMENT

1. It is my personal commitment and policy as Equal Employment Opportunity Officer for Expeditionary Warfare Training Group, Pacific to ensure that all employees are able to enjoy a work environment free of sexual harassment.

2. Sexual harassment is a form of sex discrimination which involves unwelcome sexual advances, request for sexual favors, or other verbal or physical conduct of a sexual nature when:

a. submission to or rejection of such conduct is made, either explicitly or implicitly, a term of condition of a person's job, pay, or career, or

b. submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or

c. such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

3. Sexual harassment does not refer to occasional compliments of a socially acceptable nature. **Sexual harassment is unacceptable, inappropriate and demeaning behavior that undermines the integrity of the employer/employee relationship. It creates a hostile, offensive and intimidating environment.**

4. **Any person in a supervisory or command position who uses--or condones--implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee, or who makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.**

5. **Each of this command's employees--both military and civilian--is responsible for maintaining the highest standards of honesty, integrity, and personal conduct consistent with the proper performance of government business. Employee conduct which violates these standards cannot--and will not--be tolerated.** Although sexual harassment may not in all cases constitute criminal misconduct, it is unacceptable behavior which violates DoD Policy ensuring equality of treatment. All employees must be allowed to work in an environment free from sexual overtures.

6. Employees who participate in sexual harassment will be subject to the full range of military or civilian disciplinary sanctions.

S. B. MARKEY

Distribution:
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